

## **FAIR EMPLOYMENT POLICY ER-11**

This Policy is organized under the following headings:

### **SCOPE    GENERAL STATEMENT    POLICY**

**SCOPE:** This policy applies to all employees of Vulcan Materials Company and its subsidiaries.

**GENERAL STATEMENT:** It is the policy of Vulcan Materials Company to recruit and promote persons on the basis of demonstrated merit and provide a working environment free from illegal discrimination in any form. Vulcan respects the dignity of its job candidates and employees and deals with them on the basis of their individual merit. The continued success of Vulcan Materials Company is contingent upon hiring and retaining qualified employees without unlawful discrimination on the basis of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, veteran or protected veteran status, genetic information, or any other characteristic protected by law from discrimination. To achieve this end, we reaffirm our policy:

### **POLICY:**

1. Vulcan will recruit, employ, train, and promote persons in all job categories without unlawful discrimination on the basis of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, veteran or protected veteran status, genetic information, or any other characteristic protected by law from discrimination.
2. In accordance with applicable laws and executive orders, Vulcan shall administer its affirmative action plans to achieve the employment of qualified individuals. All employment decisions will be made with commitment to the principles of both merit selection and equal employment opportunity. All human resource actions, including but not limited to, job opportunities, compensation, transfers, layoffs, recalls, training, education, tuition assistance, social and recreational programs and disciplinary measures will be administered without unlawful discrimination on the basis of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, veteran and protected veteran status, genetic information, or any other characteristic protected by law from discrimination, except where a safety or health hazard or a bona fide occupational qualification would limit such human resource action.
3. Vulcan strongly disapproves of and will not condone illegal discrimination in any form, including unlawful harassment, which is defined in Corporate Policy No. ER-15 and Corporate Policy No. ER-16.
4. Vulcan will continue to maintain employee performance standards at a high level consistent with job requirements.

5. Any employee or applicant for employment who believes that he or she has been unlawfully discriminated against by reason of his or her race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, veteran and protected veteran status, genetic information, or any other characteristic protected by law from discrimination or has been subjected to unlawful harassment should report his or her complaint to a human resources professional of their choice or report it by accessing the Company's Helpline at 1-800-615-4331 or via the internet at [www.vulcanmaterials.com](http://www.vulcanmaterials.com). Unlawful retaliatory action against an employee because the employee has participated in any investigation or has filed a complaint pursuant to this policy will not be tolerated.
6. This policy is not intended and shall not be construed or interpreted to unlawfully discriminate against any individual employee or applicant by reason of his or her race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, veteran and protected veteran status, genetic information, or any other characteristic protected by law from discrimination.
7. Any manager having a reason to believe unlawful discrimination or harassment exists or having knowledge of any occurrences of such discrimination must report this information immediately to the Vice President or Director of Human Resources for the division or office involved.
8. The Company's Human Resources Vice Presidents and Directors are responsible for implementing and monitoring this policy.